Equality and Diversity Policy

The University of Reading is committed to providing an inclusive environment which promotes equality, values diversity and respects the rights and dignity of all its staff, students and visitors. It will ensure that individuals are selected, developed, appraised, rewarded, promoted and otherwise treated on the basis of their relevant merits and abilities and are given equality of opportunity within the University.

Embedding and using the best equality and diversity practices will help the University to recruit and retain the highest quality students and staff and to enhance its reputation for academic excellence, in line with its corporate mission.

In implementing this policy, and in line with the Equality Act (2010), the University will ensure that no individual, applicant, student, employee, provider, contractor or user of facilities shall be discriminated against on the grounds of his or her sex, sexual orientation, gender identification, marital or civil partnership status, race (including colour, nationality or ethnic origins), religion or belief, disability, age or socio-economic background.

The University opposes any form of discrimination on these stated grounds unless it can be objectively justified as genuine, substantial, reasonable and within the law. Evidence of discriminatory behaviour (including harassment) will be treated as a potential disciplinary matter which may, in turn, result in sanction up to and including staff dismissal or student expulsion in line with our staff grievance and disciplinary procedures and student complaints and disciplinary procedures.

December 2011

Owner(s): Equality and Diversity Office – Human Resources
Committee(s): Staffing Committee 18th October 2011/Equality and Diversity Committee 30th November 2011